

**VotR combines the collection of innovative primary data with sophisticated multivariate statistical analysis**

## TOPICS

**Survey topics may include:**

- resident wellness
- diversity, inclusion, and equity
- satisfaction with learning and the work environment
- the admissions process
- career intentions
- social responsibility
- the personal elements of the residency experience.

The **VotR** study has a longitudinal panel component, which will allow changes in attitudes and intent of individual residents (identities kept strictly confidential) to be tracked through the course of their residency training and into practice.

## GOAL AND OBJECTIVES

### Goal:

To improve the ability of PGME to deliver a high quality resident training program, as articulated in the PGME Strategic Plan 2012-2017.

### Objectives:

1. Identify, measure and track key factors that influence the overall residency experience
2. Analyze linkages between the residency experience and residents' learning and delivery of patient care
3. Communicate study findings to the academic community, relevant University of Toronto PGME decision-makers, and other PGME stakeholder groups, including residents.

The conceptual basis of this unique research study and the study's findings will substantively inform the growing discussion in academic literature related to the residency and learner experience.

## METHODOLOGY

### Reflection Survey

Implemented in May 2016. Response rate: **54%**

### PGY1 Entrant Survey

Implemented in August 2016. Response rate: **61%**

**83%** of respondents rated the survey as excellent, very good or good

**82%** of respondents agreed to participate in the longitudinal panel and to have their VotR survey responses tracked over time (while maintaining strict confidentiality).



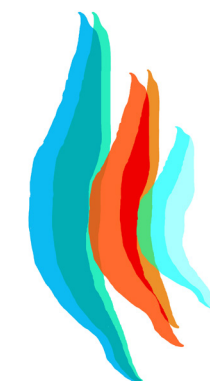
## WHO IS IT FOR?

PGME and decanal leadership, Program Directors, and other faculty and staff, as well as resident groups, who can utilize the new data and information to inform policy-making, program development, and program operations.



## CONTACT INFO:

Mariela Ruétalo mariela.ruetalo@utoronto.ca  
Glenys Babcock, PhD glenys.babcock@utoronto.ca



# VOICE OF THE RESIDENT (VotR) STUDY



### A new annual survey of residents composed of:

- Year-end Reflection Survey of all residents
- Entrant Survey of incoming PGY1s
- 2-year Post-Exit Survey (planned)
- 10-year Post-Exit Survey (planned)



Post MD Education  
**UNIVERSITY OF TORONTO**

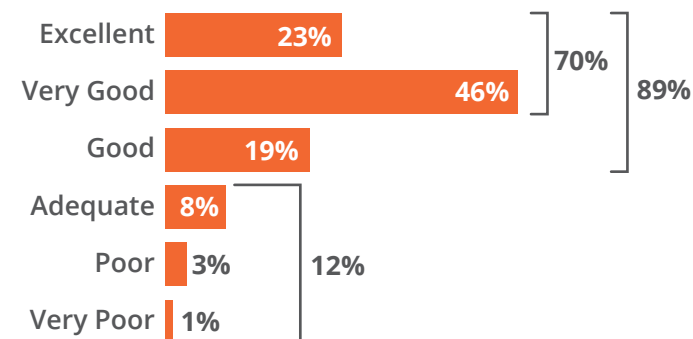
# Selected Results 2016

## SATISFACTION WITH RESIDENCY EXPERIENCE

70% of residents had an 'excellent' or 'very good' residency experience last year

**Q:** Thinking about the 10 months (that is since July 1, 2015), how would you rate your residency experience overall?

Overall residency experience this past academic year  
(% of all respondents)

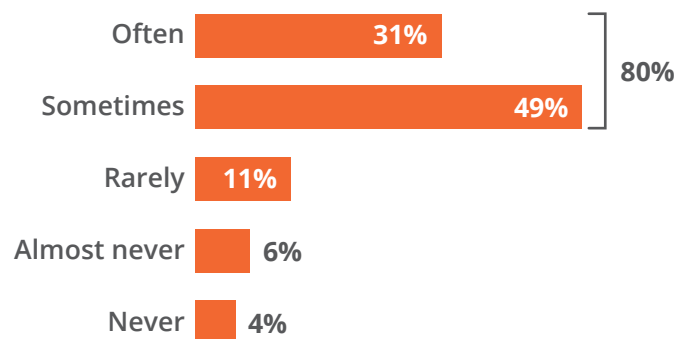


## TAILORED TRAINING

80% of residents regularly had tailored training experiences available to them this past academic year

**Q:** In the past 10 months, have opportunities been available to you to pursue a tailored training experience in areas of particular interest to you?

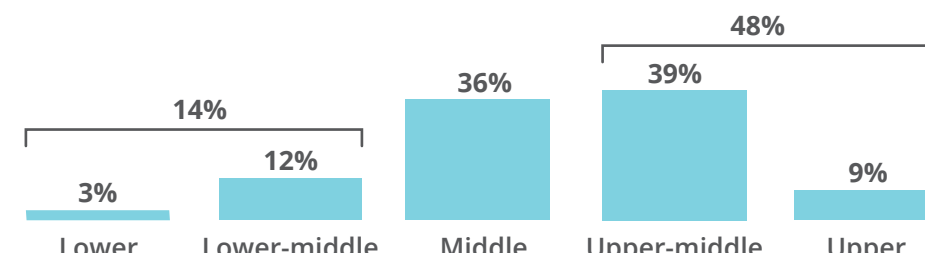
Availability of tailored training experience opportunities  
(% of all respondents)



## RESIDENTS' CHILDHOOD SOCIO-ECONOMIC STATUS

14% of residents come from a lower or lower-middle socio-economic background

**Q:** And until age 16, which of the following best describes your family's socio-economic status in the country you lived? [NOT EXITING]

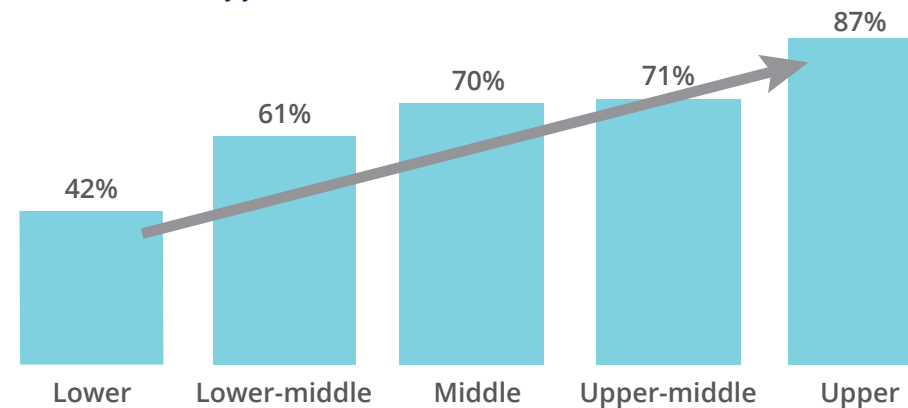


## CHILDHOOD SES AND RESIDENCY EXPERIENCE

Childhood socio-economic status is linked to residency experience. Twice as many residents from upper SES families as from a lower SES families had an 'excellent' or 'very good' residency experience last year (87% vs. 42%).

**Q:** Thinking about the past 10 months (that is since July 1, 2015), how would you rate your residency experience overall?

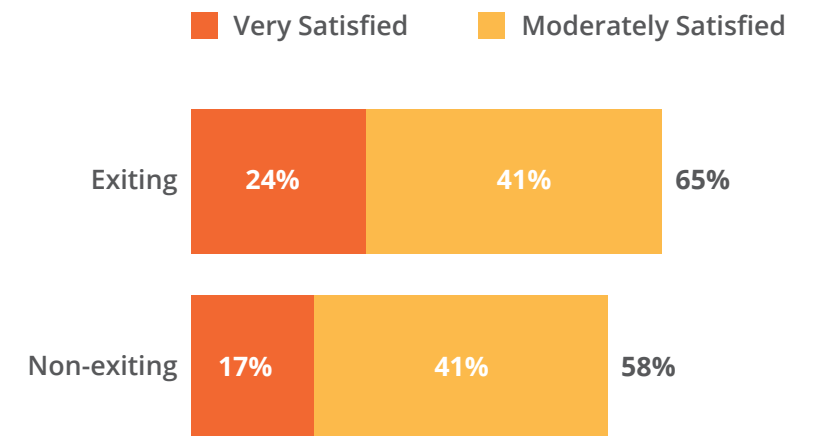
**Q:** And until age 16, which of the following best describes your family's socio-economic status in the country you lived?



## SATISFACTION WITH CAREER PATH

A slightly larger proportion of Exiting residents than Non-exiting residents is very or moderately satisfied with their future career path

**Q:** How satisfied or dissatisfied are you these days with each of the following ... your future career path?



## HARASSMENT

28% of residents were personally subjected to harassment in their residency program last year. 25% of residents believe their program tolerates harassment, or are not sure whether or not it does.

**Q:** In the past 10 months, how often, if at all, have you personally experienced harassment during your U of T residency program? (Discrimination refers to unequal treatment based on race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, record of offenses, marital status, family status, or disability.)

